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DEC 2 1955

56-0040

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT: Inspector General Survey of EE Division

REFERENCES:

- (a) Acting DD/S memorandum, dated 28 Sept 55, same subject (DD/S 55-2304)
- (b) SSA-DD/S memorandum, dated 4 Oct 55, same subject [redacted]
- (c) [redacted] (10 August 51)

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1. The following information has been submitted by the field in reference to the Inspector General recommendation concerning the payment of bonuses to indigenous personnel:

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Paragraph V B 2 i - [redacted] pay scales for indigenous personnel are fixed by mutual agreement between the [redacted] and [redacted] authorities. Percentage increases are authorized for longevity. We have at the present time only 11 of the 24 bonus recipients reported by the IG and they are paid monthly bonuses ranging from [redacted]. All these bonuses were authorized prior to January 1953 to specific individuals, not positions. As those individuals are separated, their replacements are not granted a bonus. It is planned that within 30 days the number of bonuses will be reduced to seven. The remaining seven are key individuals with four or more year's service who will resign if the bonus is terminated. We cannot argue with the fact that the bonuses should not have been authorized but they have and the personnel expect the money which they have received for several years. Only two alternatives to the bonus appear available, (1) lose those individuals and try to replace with much less experienced or qualified indigenous personnel, thus materially reducing the efficiency of our administration, or (2) hire them under contract not associated in any way with the [redacted] which could also be embarrassing in our relations with the [redacted]. A casual query to these individuals indicated they do not want to lose their [redacted] employment with related benefits. Since

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there is no way of holding these people without continuing the bonus which has been paid over a long period of time, this is simply a decision as to whether we can afford to lose such key qualified personnel. It is urged that those having the bonus continue as long as they are in our employ but no new personnel will be authorized a bonus. Through attrition these bonuses will eventually disappear. Listed below are the people who will draw a bonus:

Depot--Chief Admin Clerk  
 " Purchasing Supervisor  
 " " Agent  
 " Chief, Warehouse Storekeeper  
 " Utilities Shop Foreman  
 [ ] Motor Pool Supervisor  
 [ ] Motor Pool Senior Mechanic



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2. [ ] (10 Aug 51)

\* \* \* In determining rates of compensation and the other rights, privileges and benefits which may be granted, the Chief of Station shall be guided by local law and custom and the established policies of other U.S. Agencies engaging similar personnel locally, provided, however, that no right, privilege or benefit may be granted in excess of those provided for Contract Agents.

3. It is concluded that both local custom which requires the withholding of taxes and the pay scale established by another U.S. Agency engaging similar personnel locally are at variance with the practice of direct bonus payments by the Agency. It is recognized that a hardship may result in the application of the principles set forth in [ ], however, it appears that compliance with these principles would be the better course of action under the circumstances described by [ ]

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4. It is recommended that the request of [ ] to continue payment of bonuses to seven individuals be disapproved and that the DD/P be requested to order the stoppage of bonus payments.

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COMBIBOTTER


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SUBJECT: Inspector General Survey of EE Division

5. Provided that you approve, your signature is requested on the attached memorandum to the Deputy Director (Plans).

  
Special Support Assistant  
to the  
Deputy Director (Support)

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Attachment - as stated

CONCURRENCES:

25X1A9a



*det* Comptroller

30 DEC 1955

Date

*JS*  
General Counsel

3 JAN 1956

Date

*WED*  
Director of Personnel

Date

APPROVED:

*11 Jan 56*  
Date

BSA (A):GRT:blw  
(16 Dec 55)

Distribution:

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*2-00/5 chrono*

*151*  
L. K. WHITE  
Deputy Director  
(Support)

# MISSING PAGE

ORIGINAL DOCUMENT MISSING PAGE(S):

Att. missing